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Abstract
This study was to investigate the influence of safety climate on safety behavior performance on the safety leadership as a mediated variable, and to analyze the differences of safety climate, safety leadership and safety behavior performance among different backgrounds of employees, and to study the relationships of these variables. First, basing on an extensive review of the literature, 75-items questionnaire was developed. Second, item analysis, validity analysis, and reliability analysis were carried out, and then the remained 75-items questionnaire was administered. Then, data was analyzed. Finally, the conclusion and suggestion was presented. The research samples were employees from a manufacturing company in Tainan. Totally 832 questionnaires were distributed. After invalid responses were eliminated, the valid questionnaires were 806, and response rate is 96.88%.

As follows, the major findings of study revealed:

1. Genders, ages, job positions and seniority of employees showed significant differences on safety climate. Ages, job positions and seniority of employees showed significant differences on safety leadership. Genders, ages, educational backgrounds, marital status, job positions and seniority of employees had significant differences on safety behavior performance.
2. Safety climate had a significant correlation with safety behavior performance. Safety climate had a significant correlation with safety leadership. Safety climate had a significant correlation with safety leadership.
3. Safety climate and safety leadership could predict safety behavior performance, including safety behavior task performance and safety contextual behavior performance.
4. Transformational safety leadership to safety climate and safety behavior task performance has partial mediation. Transformational safety leadership and Transactional safety leadership to safety climate and safety behavior contextual performance has partial mediation.

Finally, according to the result of the research, suggestions of this study and the following researcher were provided related references. The suggestions for management’s future uses on decision making on promoting the safety culture level and related research reference.
Advisory Committee Jin-chuan Lee - advisor

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